

INCREASE EMPLOYMENT AND EARNINGS FOR DISADVANTAGED ADULTS

Goal 1.1B: 64 percent of Job Training and Partnership Act (JTPA) adult disadvantaged terminees will be employed one quarter after program exit with average weekly earnings of \$292.

Results: The retention and earnings measures show a positive trend. Program Year 1998 results indicate that 69 percent of JTPA terminees were employed one quarter after exit with average weekly earnings of \$338.

Program Description: Title II-A of JTPA, "Training Services for Disadvantaged Adults," establishes programs to prepare economically disadvantaged adults for the workforce, by increasing their occupational and educational skills. States and local service delivery areas served approximately 300,000 participants under grants totaling \$955 million for Program Year 1998. Ninety percent of the disadvantaged adult terminees age 22 and older received services, which included assessments and case management, direct training, employer training, and special supportive services.

Analysis of Results: The following factors have contributed to these performance improvements: 1) the program has successfully targeted employment and training services to the needs of the disadvantaged; 2) the program has also provided supportive services (transportation/child care) to the female participants (66 percent of all participants); and 3) the program has leveraged the resources and expertise of Federal, State, business, and related community-based organizations.

Improved retention and earnings were accomplished despite the fact that the number of jobs available to high school dropouts has decreased in the past 20 years. The partnerships have had many tools and resources, including tax credits, Temporary Assistance for Needy Families and related welfare-to-work programs, and Pell grants. Finally, the strong labor market and the administration's employment and training investments have positively influenced program outcomes.

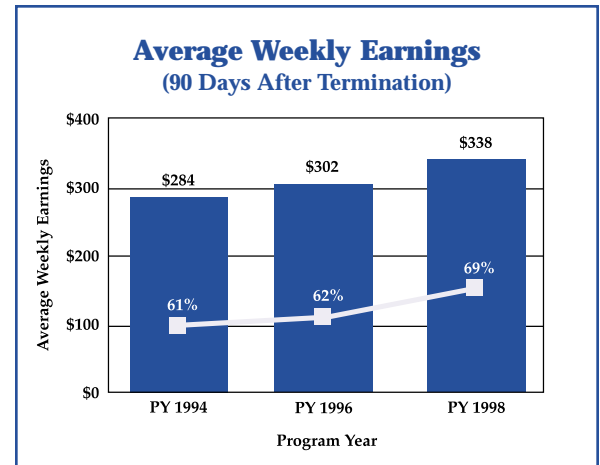


Chart shows the percent of program terminees employed 90 days after exiting the program along with their average weekly earnings.

Strategies: JTPA, including Title II-A, will be replaced by the Workforce Investment Act (WIA) for all States by July 1, 2000. WIA will build upon the successful strategies of JTPA, including: extensive partnering with Federal, State, business, and community-based organizations; maintaining strong accountability at local levels; and assuring comprehensive services to address barriers to employment and good jobs for all adults, not only the disadvantaged. Seven key principles of WIA expand on JTPA's experiences, such as streamlining services, empowering individuals, providing universal access, increasing accountability, operating under strong local control, accommodating State flexibility, and improving youth programs.

Goal Assessment and Future Plans:

JTPA surpassed its baseline goals by a combination of a robust economy, strong accountability at the State and local levels, and improved Federal policies and State management. In FY 2000, the goal is being revised to focus on longer term employment retention of at least two quarters after program exit and to better measure gains in participants' earnings by comparing two quarters of post-program earnings with two quarters of pre-program earnings. To obtain more timely information on progress toward attaining goals in the future, the Employment and Training Administration has recently proposed requirements for quarterly reporting by States and other job training grantees. ■

JOBS FOR VETERANS BASED ON NEED

Goal 1.1C: Assist 300,000 veterans to find jobs: 10,000 will be service-connected disabled veterans, and 1,850 will be veterans who are homeless.

Results: The combined efforts of DOL's Disabled Veterans' Outreach Program (DVOP), Local Veterans' Employment Representative (LVER) program, Veterans' Employment, and Homeless Veterans' Reintegration Projects resulted in 288,404 veterans getting jobs. Different levels of assistance were provided based on customer needs. The total included 13,825 service-connected disabled veterans and 1,993 veterans who had been homeless. Consistent with Congressional mandates, a greater proportion of special-disabled, disabled, Vietnam-era, and other eligible veterans were helped into jobs versus their non-veteran counterparts.

Program Description: The DVOP and LVER programs develop and promote training and employment opportunities for the nation's veterans with special emphasis placed on assisting disabled and Vietnam-era veterans. These programs operate through a system of State and local public-private partnerships to target veterans who have been unsuccessful in forming long-term job and career attachments.

Analysis of Results: The data reflect that Veterans' Employment and Training Service's (VETS) strategies are working. Efforts by grantees and staff are directed toward those individuals with the most need for assistance, specifically those veterans with multiple barriers to employment or those veterans' subgroups suffering from higher unemployment rates.

Strategies: A case management approach was used to assist those veterans who had the greatest need. For veterans with lesser need, more reliance was placed on the mediated or self-service modes of services offered through the public employment service system. This strategy resulted in fewer veterans getting jobs through the direct assistance of VETS-funded programs, but a much higher

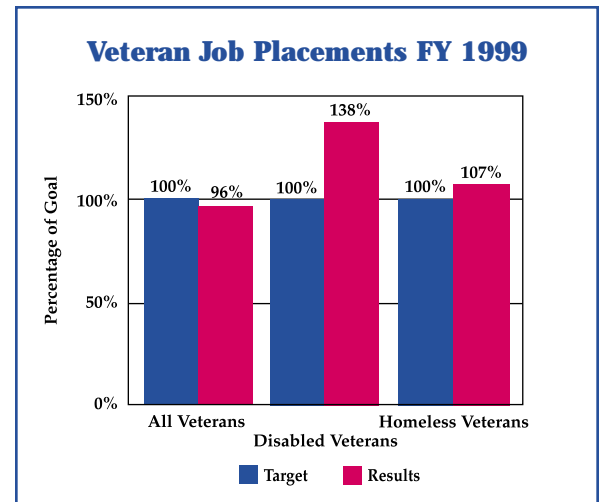
number of veterans with multiple barriers to employment receiving the benefit of more intensive efforts, particularly severely-disabled and homeless veterans.

The strategy of concentrating efforts on those veterans with the greatest need was well served. DOL also encouraged greater efforts to help minority veterans, veterans receiving public assistance, and young veterans. Increased attention was also devoted to monitoring Federal contractors' affirmative action efforts and veterans' preference in the Federal sector.

Goal Assessment and Future Plans:

Although the total number of veterans helped into jobs did not meet the goal set, the 4 percent short-fall was balanced by the program exceeding goals for the placement of homeless and disabled veterans into jobs.

Performance goals for FY 2000 are outcome-oriented and concentrate





Veterans transfer military skills to civilian jobs using certification and placement programs.

on the percentage of veterans helped into jobs from the pool of those registering for assistance, the wages they earn, and their retention and progress in the job. Higher targets will be set for those groups of veterans with the most need. This strategy will allow DOL to be in a position to set goals in FY 2001 that better address the Department's efforts from a program data perspective to help new veterans and those separating from active military duty. ■

NATIONAL GUARD SERVICE RECOGNIZED

Two of the nation's largest manufactures have a better understanding of the Uniformed Services Employment and Reemployment Rights Act (USERRA), thanks to two cases handled by VETS official Dan Schmitz. One company voluntarily agreed to ensure that its reserve and National Guard employees have their military time included when the company calculates periodic pay increases. Another agreed to amend its absenteeism policy to ensure that reserve and National Guard employees serving on active duty or participating in training beyond the 15 days of paid military leave are not considered to be absent from their jobs.